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A study on job satisfaction of employees with reference to Nani agro foods private limited – Chennimalai

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ABSTRACT

The main aim of the study is to establish the job satisfaction of employees in Nani Agro Foods private limited – chennimalai. It includes determining various parameter that influence job satisfaction and also the present level of satisfaction of the employees. To understand employee perception about the job and come up with recommendations for the company to improve the level of job satisfaction. The method used to perform the study was a Job Satisfaction Questionnaire. The questionnaire consisted of various sections like personal details, working conditions related questions, salary and promotion opportunities related questions, work relationships and skills and abilities related questions and questions on role performed. The questionnaire was circulated in various project teams at Infosys and also the respondents belonged to various designations.

INTRODUCTION

Job satisfaction is all about how one feels about (or towards) one's job. An employee who expresses satisfaction is said to have a positive attitude towards the job, unlike a dissatisfied employee who has a negative attitude towards the job. A person having negative attitude shows a personality disposition which is inclined to experience nervousness, tension, worry, upset and distress, where as those with positive attitude will feel happy with themselves, others, and with their work. Job satisfaction reflects the extent to which people find gratification or fulfilment in their work. A satisfied employee tends to be absent less often, to make positive contributions, and to stay with the organization.

STATEMENT OF THE PROBLEM

Employee satisfaction is increasing in importance, as the competition for talent is high and still growing. It is not hard for a competitor to compete with individual elements of employment

such as salaries and benefits. Employee satisfaction plays a vital role in employee turnover. The reasons of involuntary turn over, voluntary turnover and promotion for employees to leave a particular company.

The survey, which is administered to the entire worker population, quantifies job satisfaction and employee. The general job satisfaction feedback will help HR in identifying the percentage of satisfied employee and the percentage satisfied in the areas of compensation, benefits, training, and supervisor relations. So, the study, focus on the job satisfaction of employees with reference to Nani Agro Foods Private Limited – Chennimalai.

OBJECTIVES OF THE STUDY

- 1) To identify the demographic profile of the respondents
- 2) To identify the factors which influencing the job satisfaction of the employees

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SCOPE OF THE STUDY

- 1) This study helpful to know the satisfaction level of the employees
- 2) The present study will help to the further researches to enlarge the research.

LIMITATIONS OF THE STUDY

- 1) Some respondents hesitate to give the actual situation, they fear management may take action against them.
- 2) To create good images respondents may give responses that vary from facts.
- 3) Due to confidentiality of some information accurate response was not revealed by some of the respondents. We cannot get exact information because some of the employees are reluctant to share the information.

LITERATURE REVIEW

Morge (1953) - In his study on the Job satisfaction of the employees of white-collar jobs found that fifty-five male teachers were satisfied with their job with oppose to thirty five percent female employees who were not satisfied with their job. This study highlighted the relationship between gender and job satisfaction and concluded that satisfaction is affected by gender [1].

Gardon (1955) - In his research on the Job satisfaction of the workers of industrial concern and human needs industries found that if persons individual needs are satisfied then their job satisfaction increases; thereby reflecting a positive relation with the job satisfaction [2].

Bidwel and Charles (1956) - Studied on the Job satisfaction and school management and concluded that effective education is necessary to develop good image of the school and that teachers, Job satisfaction increased by perfect management [3].

RESEARCH METHODOLOGY

Research design

- 1) A Master plan that specifies the method and procedures for collecting and analysing needed information.

- 2) A research design is a framework or blueprint for conducting the marketing research project.

Type of research

- 1) Descriptive research has been used in this report.
- 2) It is a fact-finding with adequate interpretation. It is used to describe characteristics of a population or phenomenon being studied. It does not answer questions about how/when/why the characteristics occurred. Rather it addresses the "what" question.

Sample Design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

Probability sampling is a sampling technique where the samples are gathered in a process that will have all the individuals in the population of getting equal chances of being selected.

Simple random sampling method

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group.

Size of the sample

The sample size is 125(25% of the total population).

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by researcher. In this research primary data are collected directly from the Respondent by using Questionnaire.

Secondary data

These are data which are already collected and used by someone preciously. In this research

review of Literature, Details of the industry are collected from the Internet.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage, ranking, Henry Garrett method and chi-square were used.

Simple percentage analysis

To analyze and interpret collected data the following simple percentage and ranking were used.

Formula

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of Respondents}} \times 100$$

Chi-Square Test

Chi-square test can be applied to complex contingency table with several classes. One independent source and it is compared with

multiple dependant sources. Thus, Chi-square is a measure of actual divergence of the observed and expected frequencies. If there is a difference between the observed and the expected frequencies then the value of Chi-square would be more than 0. That is, the larger the Chi-square the greater the probability of a real divergence of experimentally observed from expected results.

Formula

When,

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

O_i – Observed frequency

E_i – Expected frequency

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification.

Table No 1: Demographic profile of the respondents

Details of the respondents		No. of Respondents	Percentage
Age	Below 20 Years	5	4
	20 - 30 Years	36	29
	30 - 40 Years	37	29
	Above 40 Years	47	38
	Total	125	100
Gender	Male	53	42
	Female	73	58
	Total	125	100
Educational Qualification	Illiterate	63	50
	SSLC	30	24
	HSC	6	5
	Diploma	3	3
	Degree	23	18
	Total	125	100
Marital Status	Married	98	78
	Unmarried	27	22
	Total	50	100
Monthly income	Below Rs.10,000/-	63	51
	Rs.10,000/--Rs. 20,000/-	54	43
	Rs. 20,000/- - Rs. 30,000/-	8	6
	Above 30,000/-	0	0
	Total	125	100

Experience	Less than a year	28	22
	1 year - 3 years	49	40
	4 years – 6 years	28	22
	Above 6 years	20	16
	Total	125	100

INTERPRETATION

From this study it is evident that 38% of the respondents fall under the age group of Above 40 Years, 58% of the respondents fall under the Gender group of Female, 50% of the respondents

fall under the category Illiterate, 78% of the respondents are Married, 51% of the respondents gets a below Rs.10,000/- of Monthly Income, 40% of the respondents had experienced for 1- 3 Years.

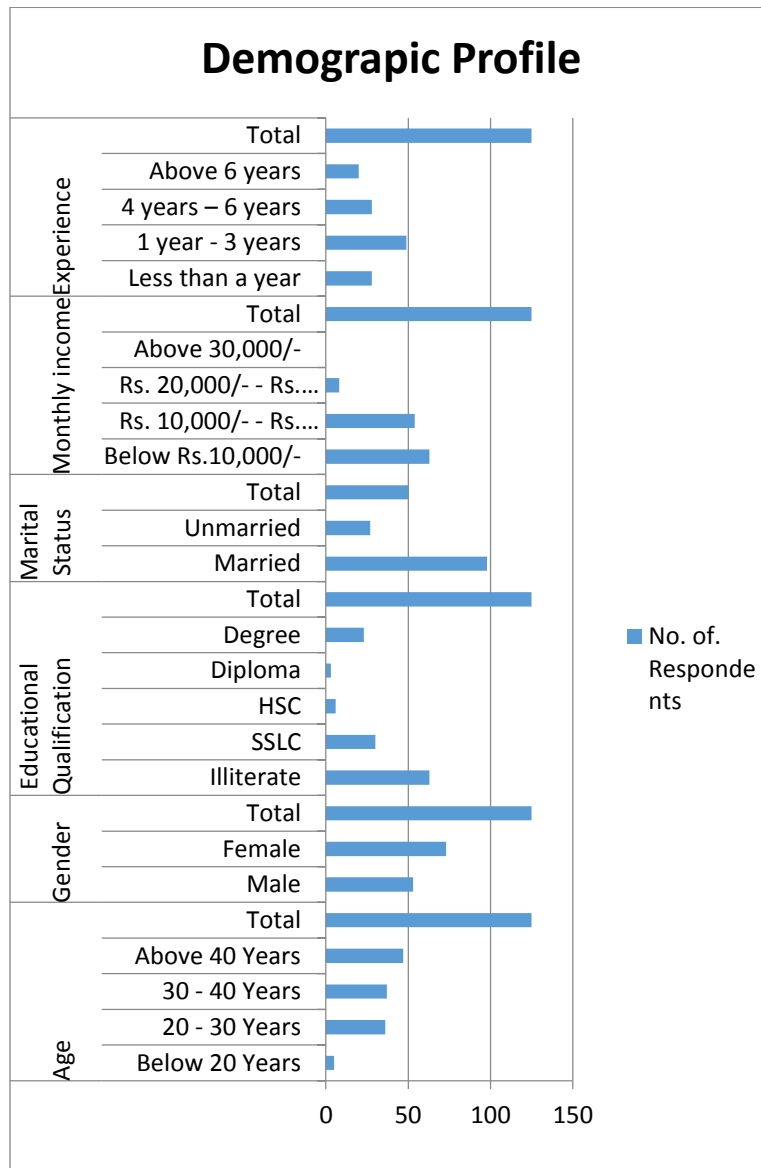


Figure No 1: Demographic profile of the respondents

Table no 2: Experience and relationship between the management and employees factors which influence job satisfaction of employees chi – square analysis

Null hypothesis H_0

There is no significant relationship between

Exper-ience and Technology Advance which influence that Training and Development.

Alternative hypothesis H_1

There is a significant relationship between Experience and Technology Advance which influence that Training and Development.

Table no 2: Experience and relationship between the management and employees factors which influence job satisfaction of employees' chi – square analysis

Test Statistics		
	How many years have you been with in company	Factor which influencing the job satisfaction of the employees
Chi-Square	14.808 ^a	84.640 ^b
Df	3	4
Asymp. Sig.	.002	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 31.3

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 25.0.

INTERPRETATION

From this study it is evident that, calculated value is greater than Table value. Hence H_0 is rejected. Thus, there is a significance relationship between Experience and Relationship between the management and employees factor.

FINDINGS

- 1) 38% of the respondents fall under the age group of Above 40 Years
- 2) 58% of the respondents fall under the Gender group of Female
- 3) 50% of the respondents fall under the category Illiterate
- 4) 78% of the respondents are Married
- 5) 51% of the respondents gets a below Rs.10,000/- of Monthly Income
- 6) 40% of the respondents had experienced for 1- 3 Years
- 7) There is a significance relation-ship between Experience and Relationship between the manage- ment and employees factor.

SUGGESTIONS

- 1) Provision of reasonable wages plays an important role in improving the standard of living. This single factor is important for a worker than any other.

- 2) Management may provide promotional facilities to the employees then only they will be motivated in the job
- 3) Management may take remedial measures to improve general working condition of the firm there by employees will be satisfied in their job.
- 4) The mutual cooperation between employees at work place is very important to carry out the work at right time, so, the organization should take of providing scope for communication with other departments.
- 5) Proper guidance and counselling should be provided to the employees so that their mental satisfaction can be improved.

CONCLUSION

A person with a high level of job satisfaction holds positive feelings about the job. When people speak of the employee attitudes more often than not, they mean job satisfaction. It is very tough job for HR department to ensure job satisfaction among staff. They also want a constant feeling of well-being, demand better work & family life balance, and look to the organization for fulfilling even their community needs. These highlighted expectations result in dissatisfaction, and finds true job happiness remains an unfulfilled dream all the job hopping not withstand.

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